



# **Alternative Concepts for Employing Navy Reservists: Making an Impact on Force Capabilities**

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Conference

Neil Carey, PhD

Center for Naval Analyses  
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# Overview of study [1]



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- Sponsored by OSD (RA, M & P)
  - To identify and develop examples of concepts for employing reservists that could improve capabilities and/or alleviate HD/LD constraints in Navy/USMC
  - Examples should highlight contributions of reserves to overall force capabilities
  - Relax constraint of 2-weeks training/year
  - Consider other constraints

# Capabilities RC meant to provide



- Traditionally military, rather than civilian or contractor
- Experience intermittent demand
- Require skills that can be maintained with periodic practice or in private sector
- Would be expensive to maintain in the active duty, less expensive in private sector

# Some examples of concepts we considered



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1. Augment carrier flight deck, ordnance, AIMD ratings
2. Increase ships' time in AOR
3. Staff ship during nondeployed periods
4. Train EA-6B's squadrons with MEUs
5. Move workload off ships
6. Develop emerging skill niches

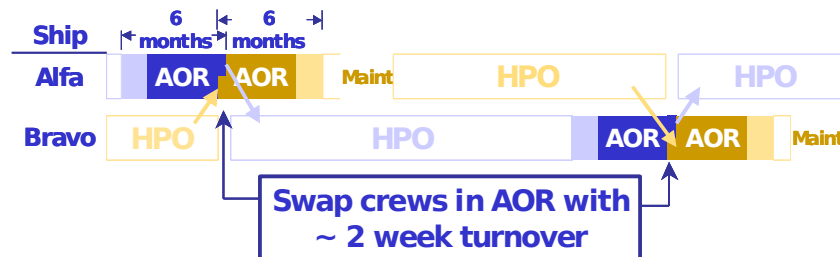
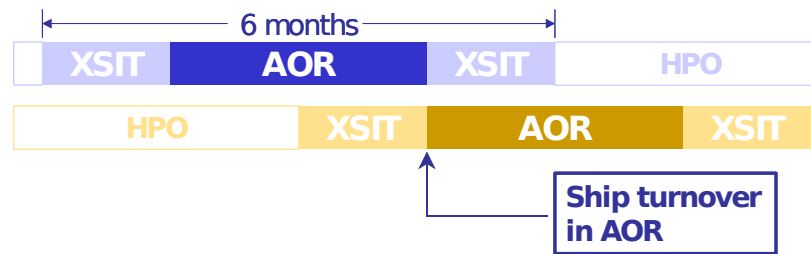
# Augment carrier flight deck, ordnance, AIMD ratings [2]

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- In times of crisis, augment specific ratings that limit carrier firepower (*some* reserves)
- Would double firepower of a carrier with addition of ~ 210 personnel
- Constraints to use of reserves
  - timeline for arrival on board ship
  - deterioration of some skill sets
- Reserves especially appropriate for second augmentation cell
- Further research needed on training

# Increase ships' time in AOR



# Increase ships' time in AOR [3]



- Advantages include
  - Having the ship in AOR longer than 6 months per cycle (of about two years)
  - Training for reservists
  - Earlier arrival home for active duty
- Constraints include
  - Active duty needs to leave “remnant” personnel aboard ship
  - Reservists' increased time away (morale)
  - Additional travel costs (relatively small)

# Staff ship during non-deployed periods



- Idea is to expand use of reservists during non-deployed periods
- Advantages would be to allow for a true standown, increase interoperability
- Constraints include potential negative effects on reservists' morale, grade structure of reservists (higher paygrades, on average, than active duty), availability of reservists



# Train EA-6B squadrons with MEUs



- EA6-B Prowler electronic warfare aircraft are high-demand, low-density asset
- Advantages of training with MEUs include increased utilization, better preparation for short detachments
- Concerns include the need to maintain carrier qualifications, costs of maintaining squadron at Cherry Point

# Move workload off ships



- Every job performed aboard ship requires space & services
  - Administration, IT, and some maintenance can be moved off ship (more accessible to reserves)
- Advantages include saving ship space, reducing the need for active duty on ship, possible work efficiencies off ship
- Constraints include the necessity of having some capabilities aboard ship, dependability of communications

# Develop emerging skill niches



- Skill niches such as IO, IT, linguistics, intelligence, security/force protection could expand usefulness of reserves
- Advantages include using skills only when needed (fluctuates), new ideas/resources from private sector, possible efficiencies
- Feasibility concerns about the ability to recruit and retain reservists in fields that are well compensated in private sector

# Conclusions/summary



- Reserves greatly increase Navy and Marine Corps' capabilities
- Six example concepts could further increase reserves' contributions to overall capabilities, eg
  - Firepower, time in AOR, reducing burden on AD, providing important asset (EA-6B), supplying critical skills
- Constraints include inter-deployment workup cycle, forward deployment, reserve recruitment/retention

# References



1. Neil Carey, et al, "Alternative Concepts for Employing Navy Reservists: Making an Impact on Force Capabilities," CIM D0006806, Aug. 2002.
2. Angelyn Jewell, Timothy Roberts, Kevin DeBisshop, "Manning to Maximize Carrier Firepower and a New Structure for the Carrier Reserve Units," CRM D0004948, Feb 2002.
3. John Clifford, Greg Cox, & CAPT Lee Johnson, Alternative Naval Crew Rotation Operations, CAB D0004718, Oct 2001.